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3 October 1952

Chairman, Career Service Board

Assistant Director for Operations

CIA Longevity Awards: "Predecessors" of CIA

- Reference: a. Memorandum from Executive Secretary, CIA Career Service Board, to Assistant Director for Operations, dated 22 September 1952, Subject: Predecessors of CIA
- b. Memorandum for the Record from General Counsel, dated 11 September 1952, Subject: Creditable Service for the Purpose of Making CIA Longevity Awards

1. The Career Service Board is respectfully requested to reconsider the policy approved at its meeting on 26 August 1952 (quoted in Reference a.) and restated by the General Counsel (Reference b.) that "... service with CIA for the purpose of making longevity awards be interpreted as including aggregate service with the COI, OSS, SSU, CIG and CIA and that no other service be creditable . . ."

2. This request is based on our belief that the longevity awards program, by giving public recognition to "long and faithful service" is intended to build morale and increase the esprit de corps of Agency personnel. We believe that, as presently interpreted, the program will discriminate against certain Agency employees who have served for ten years or longer in the same unit (even in the same job), but who are regarded as ineligible for an award because their unit was either under the administrative control of a non-"predecessor" Government department for a temporary period or was transferred as a unit from such a department after the formation of the Central Intelligence Group. We feel that the morale of numerous employees in these two categories will be affected adversely by the establishment of the program as planned.

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4. We believe that NIA No. 5 and other related papers and directives may be interpreted as indicating that SSU was the "predecessor" organization for those components of CIG concerned with covert intelligence activities abroad, but for those covert components of the Agency only. We do not believe that there is evidence to substantiate the position that SSU was the "direct lineal ancestor" (and the only such immediate ancestor) of all of CIG. Certain segments of the present overt components of the Agency might also make a fairly strong case for the legitimacy of their ancestors.

5. In view of the provisions of Section 102, paragraph f(2), of the National Security Act of 1947, transferring the personnel, property and records of the Central Intelligence Group to the Central Intelligence Agency, the former is clearly the legal predecessor of the latter. No such provisions for the transfer of an existent intelligence unit of the Government are included in the Presidential letter of 22 January 1946, establishing the National Intelligence Authority and forming a Central Intelligence Group under the direction of a Director of Central Intelligence. We submit that the NIA, the position of DCI, and the CIG were established "de novo". The powers, authorities, functions and position in the structure of the Federal Government were entirely different from those held at an earlier date by the Coordinator of Information, or the Director of the Office of Strategic Services.

6. We also feel that the official acceptance of certain units as "predecessor" organizations of CIG, and the rejection of other units, similarly and even simultaneously transferred to CIG from the State, War, or Navy Departments would lead to administrative complications and hard feeling. Personnel of this Office with long service [REDACTED] in the joint Army-Navy Washington Documents Center (formed in 1945 from OP-32F/1 Section of ONI and the Pacific Military Intelligence Research Section of G-2 and transferred to CIG as a unit on 1 December 1946) would fall into the ineligible category. Under the policy enunciated by the General Counsel, long term personnel of the Geographic Division of ORR would receive credit for that portion of their tenure served while the Division was a part of OSS, would lose approximately 18 months' credit for the period of State Department administration of the Division, and would resume "creditable service" from the date on which the Division was transferred to CIA. Long-term OSS/SSU personnel, on the other hand, would receive credit for the similar period of War Department administration of SSU. Other examples of possible discrimination under this policy could be given.

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7. This memorandum is not submitted to the Career Service Board for the purpose of pleading the case of [REDACTED] FDD, Geographic Division ORR, covert elements stemming from the FBI, or any other segment of CIA. We do wish to point out, however, that if ten-year service for the purpose of longevity awards is computed only on the basis of service with CIA, CIG, SSU, OSS and COI, it may well cause a morale problem among those who have served in [REDACTED] and its predecessors for ten years or more. Further, if ten-year service with [REDACTED] and predecessors were recognized, the same morale problem would arise in other segments of the Agency having comparable pre-CIG backgrounds.

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8. We feel that a longevity award for ten-year service is an excellent morale builder but we feel that it would be a mistake if the increase in morale of one individual resulted in the concurrent decrease in morale of an equal or greater number of others. We strongly recommend that for the purpose of longevity awards, CIG should be recognized as the only legitimate ancestor of CIA and that no service prior to the formation of CIG should be included.

/s/

[REDACTED]

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GEORGE G. CAREY

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